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The Signalman's Journal

Volume 80, Number 2 April 1999

In This Issue:

Union Industries Show - Page - 9

FRA Issues Workplace Safety Bulletin - Page - 10

STB Approves CN-IC Merger - Page - 12

BRS, BLE & UTU Target Unsafe Grade Crossings - Page - 22

News Digest

56 Percent of Likely Voters Think Unions Are Good For America

Some 56.1 percent of likely voters think labor unions have a positive side effect on the United States, while 28.5 percent think they have a negative effect, according to a recent poll by the Labor Research Association. The association commissioned Zogby International of Utica, New York, to conduct the nationwide poll, which was taken January 20-21, and included 993 likely voters. Zogby said the poll has a 3.5 percent, plus or minus, margin of error.

A majority of those polled who identified themselves as Republicans or conservatives did not favor unions. However, a majority of all other subgroups said they think unions have a positive effect. Among subgroups with the largest percentage holding a positive view of unions are voters living in the East (68.4 percent), 18-29 year olds (72.7 percent), African-Americans (75.5 percent), Catholics (65.9 percent) union members (79 percent), and voters identifying themselves as progressive (84 percent), very liberal (82.8 percent) and liberal (71 percent).

When asked how they would perceive a stronger labor movement's impact on America, 39.8 percent said the country would be better off, while 19.5 percent responded that America would be worse off, and 28.7 percent said there would be no difference if the labor movement were stronger.

Bust This

High-priced, lawyer-for-hire union busters make their living disrupting the lives of workers and their families. So Milwaukee, Wisconsin area union members thought a little turnabout was more than fair play.

While some 300 workers rallied outside the downtown Wyndham Hotel, eight union protestors marched straight into an "Operating Union Free in the 21st Century" seminar, held by the law firm Wessels and Pautch, for a little legal action of their own.

They read a four-count "indictment" charging Wessels and Pautch and the bosses who hired them with attempting to deny workers the right to organize. The lawyers pleaded "no contest," packed up their materials and left the room - after calling the police, who arrested the eight protestors.

The in-your-face tactic was "worth the hassle of the arrests" because the union busters now say they will never hold a seminar in Milwaukee again, says John Goldstein, Secretary-Treasurer of the Milwaukee County Labor Council. Also as a result of the action, several county supervisors and other elected officials condemned Wessels and Pautch's union-busting tactics.

A $342,000 Cell Phone Call

Canadian National Railway is suing a Saskatchewan truck driver for $342,000 (Canadian) in damages caused in a derailment that occurred when a train hit a truck loaded with hay at a level crossing.

CN said in its legal claim that the driver of the truck was talking on a cellular phone as he passed over a marked level crossing in a rural area in the central region of the province last January. Two locomotives and six freight cars went off the track.

Police charged the driver, Kevin Williams with driving without due care and attention and he was fined $200 in court. He has yet to respond to CN's civil suit.

More Workers Opting for Union Elections and Representation

The AFL-CIO reported that the number of workers trying to join unions and their rate of winning union elections rose substantially in the first half of last year based on Bureau of National Affairs information.

The AFL-CIO stated that 1,611 government-supervised elections were conducted in 1998's first six months, up by 8.9 percent over the first six months of 1997. Unions won 833 elections, which translates to a 51.7 percent win rate, as compared to the 49.2 percent win rate for the same period in 1997. The report did not include organizing wins under the Railway Labor Act.

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Features:

9. Union Industries Show
10. FRA Issues Workplace Safety Bulletin
12. STB Approves CN-IC Merger
14. TTD Cites Startling Mortality Figures
15. STB Halts Relocation of Dispatchers
17. Vice President Railroad Assignments
21. FRA Workshop to Launch ITS Standards
22. BRS, BLE & UTU Target Unsafe Grade Crossings
24. GA-23111 Plan D Changes
31. Recent Retirees

Departments:

4. President's Column
5. Letters To The Editor
6. Photo Contest
8. SPL Report
18. Railroad Retirement Information
26. Obituaries
32. Signalman's Store
33. FELA Directory
34. Benefits Directory

Cover: The Union Pacific Officer's Special approaches Hyder, Arizona during a tour of the UP Phoenix Line.
Photo Submitted By: J.A. Schnyder, Local 126

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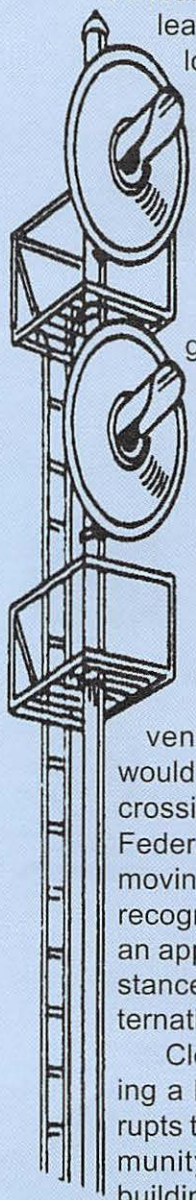
Four - Quadrant Gates
The Time is Now

PRESIDENT'S COLUMN

On March 14, in Bourbonais, Illinois, an Amtrak passenger train, the City of New Orleans, struck a semi-trailer carrying a full load of steel reinforcement beams at a highway-rail grade crossing and then derailed and slammed into two box cars on a side track.



At this time the National Transportation Safety Board has not issued a final report on what was the cause of the accident. Initial tests indicated that the grade crossing warning devices operated as designed and that the crossing warning system activated in excess of the federally required twenty seconds.

One fact that is not in dispute is that the semi-trailer was occupying the crossing when the Amtrak train entered the crossing. As a result of the collision, 11 passengers lost their lives and over one hundred people were injured.

This accident could have been prevented. Obviously, the ultimate solution would be the elimination of highway-rail grade crossings altogether. The railroads and the Federal Railroad Administration are already moving vigorously in this direction. The BRS recognizes that in many circumstances this is an appropriate solution; however, in many instances, crossing closure in not a viable alternative, especially in the short term.

Closing a grade crossing equates to closing a highway, street or roadway, which disrupts the traffic flow of a local or regional community. Local traffic can be minimized by building grade separations and redesigning traffic flows; however, this solution is both extremely costly and difficult to accomplish and must be viewed more as a long-term strategy.

Barring total crossing closure, one of the best solutions involves proven technology that is available today. That solution is four-quadrant gates. Four-quadrant gates are extremely effective in keeping vehicles off of highway-rail crossings. Studies have shown that the operators of cars and trucks are reluctant to go through a gate and damage their vehicles.

Four-quadrant gates differ from conventional gate-protected crossings in that the four-quadrant gate places a physical barrier across all lanes of traffic; thus both the traffic lanes entering the crossing as well as the traffic lanes exiting the crossing are blocked by the gates. This eliminates the problem of impatient drivers attempting to drive around the lowered gates, a problem that frequently occurs with conventional two-quadrant gate systems.

Installation and maintenance costs of four-quadrant gates are just a fraction more than the costs associated with conventional two-quadrant gate systems. The only modification required is the installation of two additional gate mechanisms and a timing device that would allow vehicles to exit the crossing before lowering the gates across the traffic exit lanes.

Because of the inherent safety value, the Brotherhood of Railroad Signalmen believes that four-quadrant gates should be considered as a minimum standard for all current rail projects where grade crossing warning systems are installed.

This accident resulted in the death of 11 people and injuries of over 100 people. No amount of money can make up for the loss of life and the injuries to those involved. Having said that, I believe we need to look at this one accident and try to determine the safety benefits that could be derived from the implementation of four-quadrant gates.

In our industry when a regulation is proposed in order to derive safety benefits, there are monetary values given to fatalities, injuries, equipment damage, damage off the right-of-way, hazardous material cleanup, evacuations, loss of lading, wreck clearing and train delays. While the exact damage of the accident is not yet known, we can come to a reasonable estimate of what this accident will cost based on preliminary information that is available. A conservative estimate would be in the neighborhood of $50 million.

The cost of installing four-quadrant gates at a passive crossing (where there is nothing more than cross bucks) is approximately $150,000. If the $50 million would have been spent installing four-quadrant gates at passive crossings you could have paid for 333 new crossing installations.

The cost of installing two additional gates at existing gated highway-rail grade crossings would be approximately $25,000. If the $50 million would have been spent installing two additional gates at existing gated crossings, you could have paid for 2000 crossings being converted to four-quadrant highway-rail crossings.

The safety benefits that could be derived from adopting four-quadrant gates as a standard in this country would be tremendous. While crossing safety has been improved over the last five years, the time has come to take another step forward and improve grade crossing safety to the next level.

I remain, in solidarity,

W. Dan Pickett

Letters To The Editor

Editor's Note: The BRS received the following letter along with a note commending the signal employees of Metra for their dedication and hard work during a recent snow storm.

To All Metra Employees:

At this time of year, we all normally enjoy warm fires, gentle snow falls, and the pleasant company of our family and friends. Unfortunately, this year, the peaceful happiness of the holiday season was harshly interrupted by one of the worst winter storms ever recorded.

Even by Chicago standards, snow totals in excess of 21 inches, gale force winds, and temperatures and wind chill readings of well below zero were each enough to test the mettle of the most winter-hardened railroad veteran. But once again, Metra and its family of dedicated employees rose up and met the challenge.

To all of the Metra employees who battled the cold and snow to report for their regular assignments, and to the many, many other employees who put in long hours of extra emergency work, thank you for a job well done and for once again performing service on behalf of the commuting public above and beyond the call of duty.

Despite tremendously adverse conditions, the tracks and stations were cleared of snow, trains ran, and people got to where they needed to go. Each and every employee, in their role, contributed to our ability to keep the system fully operational whether they worked directly out on the line or in one of our yards , shops, or general offices. Due to your dedication, perseverance, and remarkable hard-work, metra was able to weather the storm!
Thank you, one and all.

Sincerely,

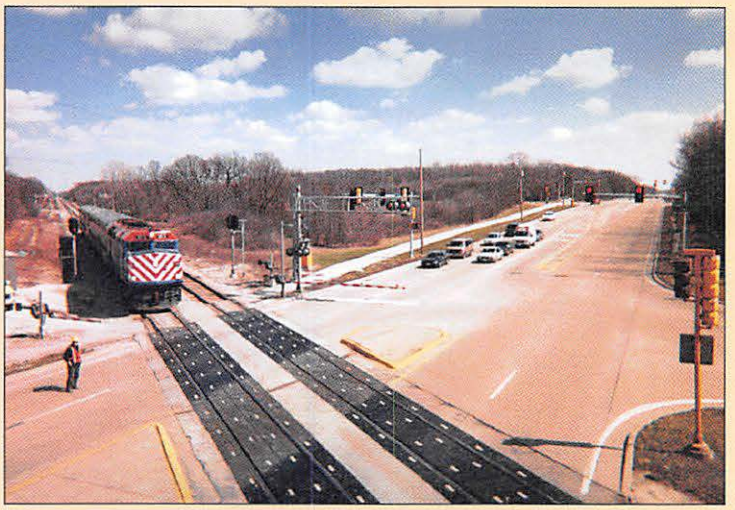
Phillip A. Pagano
Executive Director - Metra (Northeast Illinois Regional Commuter Railroad Corporation)

Letters appearing in this column do not necessarily represent official BRS position or policy. Parties wishing to write the Editor should address their letters to:

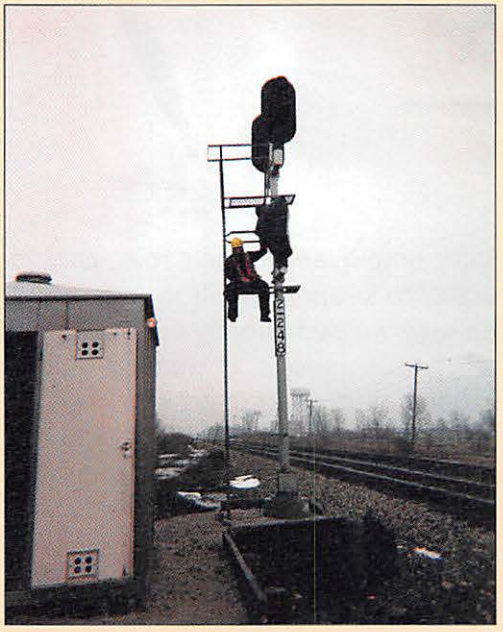
The Signalman's Journal
Box U
Mt. Prospect, IL 60056

The Signalman's Journal reserves the right to edit letters for clarity, punctuation and length. All letters must be signed; however, names will be withheld from publication upon request.

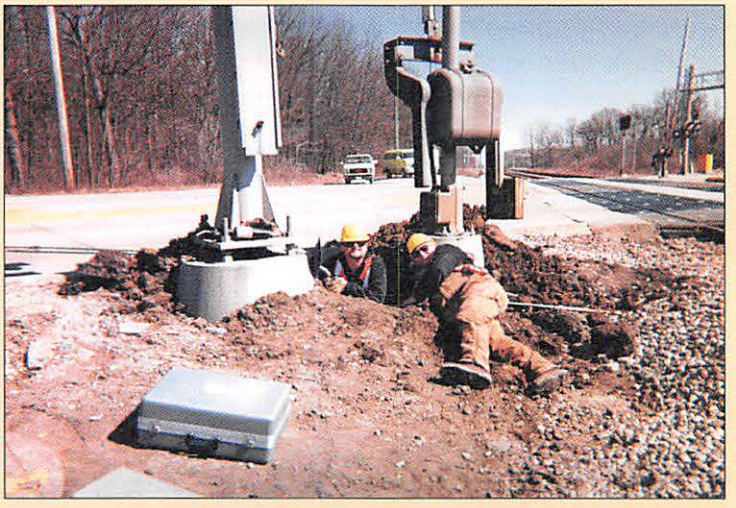
Photo Contest Entries



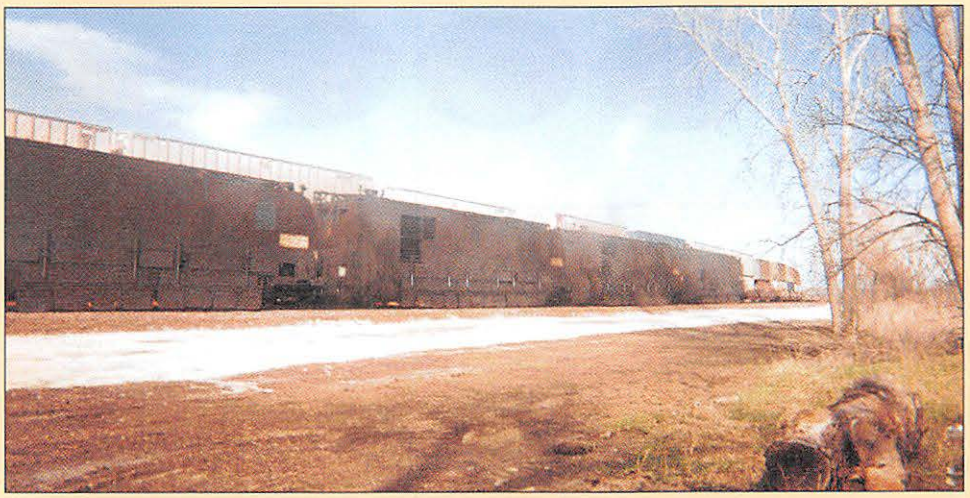
Metra Signalman Larry Fullgraf inspects the crossing at 167th Street in Tinley Park, Illinois. ***Photo by Tim Tarrant, Local 183.***



Metra Signalman Larry Fullgraf prepares a color light signal for cutover in Tinley Park, Illinois. ***Photo by Tim Tarrant, Local 183.***

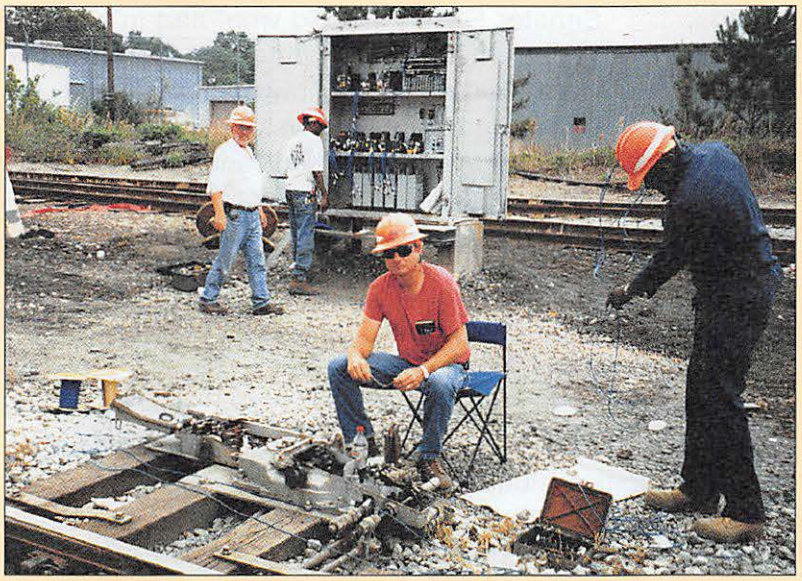


(l-r) Metra Signalmen Larry Fullgraf and Tim Tarrant clean out foundation hole in preparation of pulling new cable for 167th Street crossing. ***Photo by Rick Charles, Local 183.***



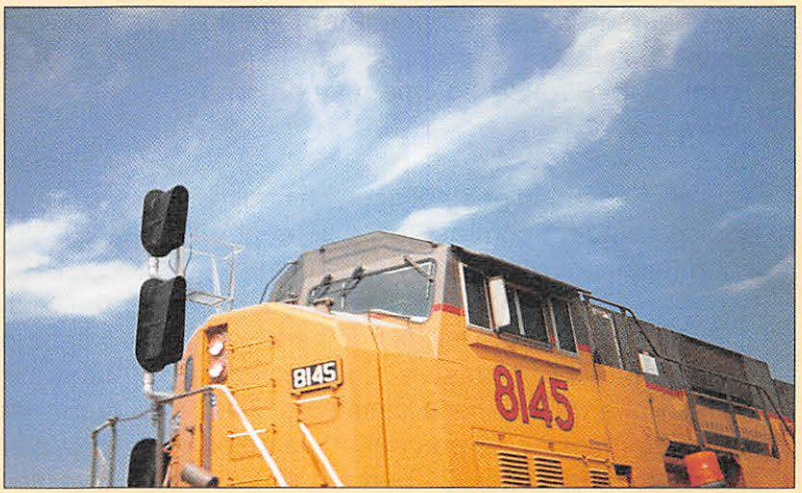
A Union Pacific rail grinder passes over the track in Ames, Iowa. ***Photo by Mark R. Britton, Local 98.***

Photo Contest



CSXT Signal Gang 7X43 installs electrocode at a electric lock location in Cullma, Alabama. ***Photo by Terry Adams, Local 178.***

Union Pacific train 8145 passes a head color light signal, not yet in service. ***Photo by Mark R. Britton, Local 98.***



SPL Report:

Lessons Learned from "Labor '98"

With the November elections beginning to fade from memory, local union leaders and activists can learn some lessons from them and begin to develop action plans for Labor 2000, based on those lessons.

The November elections added five pro-worker Democrats to the U.S. House of Representatives and prevented anti-worker Republicans from gaining seats in the Senate. The 1998 elections also reversed historical mid-term election year trends, defied predictions by political pundits and dashed hopes of the conservative, anti-labor Republicans. Additionally, for the first time in decades, California, Iowa and Alabama voters elected labor-endorsed gubernatorial candidates.

The AFL-CIO's political program, "Labor '98" used targeted, intensive, member-oriented campaigns to get union members and their families registered, educated and enthused about issues and labor-endorsed-candidates and then to vote. The effort is credited with labor's resounding voter turnout.

Recent poll findings show that the strategy paid off not just for victorious candidates, but also for our unions, as the effort enhanced members' positive image of their unions.

Consider these numbers:

- Although union members make up 14 percent of the workforce today, union members made up 23 percent of voters in the '98 elections, as opposed to 17 percent of the voting age population who turned out;

- Forty-nine percent of union households voted, in contrast to 34 percent of non-union households;

- In certain states, the numbers were especially impressive. In Iowa's governor's race, labor's candidate, Tom Vilsack, received 78 percent of the union vote; the challenger, 21 percent; in Wisconsin, 55 percent of union households turned out, compared with 41 percent of non-union households; and in California, 59 percent of union households turned out, compared to 32 percent of non-union households;

- In "marginal" states - like Wisconsin where union-endorsed incumbent Senator Russ Feingold won, and in Nevada, where union-endorsed Senator Harry Reid won and in Iowa, where Vilsack became governor - union turnout and their votes for union-endorsed candidates won these candidates their elections.

- The pollsters found that union contact with members - whether by phone, mail, leaflet or face-to-face communications - turned the tide.

Important lessons learned from the 1998 elections, include these:

- Union communications to members and their families made a difference in this election - not only in how they voted, but also, in many cases, with the outcome of the election;

- Those communications increased the union's credibility;

- Local union communications to members and their families are particularly effective.

BRS members need to remain active during the year 2000 elections. The Signalman's Journal will be publishing the names and records of pro-labor politicians who are committed to advancing a pro-labor agenda. Each member needs to support politicians who will work to retain the gains that labor has accomplished.

Union Industries Show - Atlantic City

The 1999 AFL-CIO Union-Industries Show - the largest MADE in the USA exhibition of union workers' skills and services, and millions of dollars worth of union-made, American-made products - will be held at The New Atlantic City Convention Center, May 14-17.

Held in a different city each year, this will be the second time in the Show's 61-year history that it has been staged in Atlantic City. The first time was 1987.

A showcase of the quality and variety of union-made , American-made goods and services, this year's exhibition will cover floor space the equivalent of five football fields. Admission is free.

Showgoers who have ever wondered about what goes through a fire fighter's mind as he or she enters a burning building, or what is involved in producing the special effects for a science-fiction movie, or what it's like to be an astronaut, a welder, or a bricklayer, will be able to get their questions answered. The Show is considered by many as the largest job fair in the country. For young people, in particular, the Show is a great place to get a firsthand look at the wide range of good jobs that are available for those who prepare for them.

A F L - C I O
UNION
INDUSTRIES
SHOW
Atlantic City
Come and see how workers and companies cooperate to make good American products. From steelworkers to stagehands, computer technicians to carpenters, bakers to bricklayers, see skilled workers in the jobs that produce the best products and services on earth.
FREE ADMISSION • FAMILY FUN
Children must be accompanied by an adult.
MAY 14-17, 1999
The New
Atlantic City Convention Center
Friday, May 14 - 12 noon to 8 p.m.
Sat. - Sun. - Mon., May 15-17
11 a.m. to 7 p.m.

The Show will feature well over 300 unions and companies with union-represented employees, including several from the Mid-Atlantic Region.

Among those unions will be the Brotherhood of Railroad Signalmen. The BRS will be a part of the Transportation Trades Department display featuring the many unions that are responsible for the transportation of goods and services on our nation's railroads, airlines, boats and trucks.

And scores of Showgoers will take home with them tens of thousands of dollars worth of union-made goods that are on display - big-ticket items, small-ticket items, and those in between, from cereal products and ice cream to household appliances and motor vehicles, and more, much more.

FRA Issues Workplace Safety Bulletin Concerning Roadway Worker Interpretation

In response to requests for clarification of the final rule on Roadway Worker Protection, 49CFR Part 214 Subpart C, Edward R. English, Director, Office of Safety Assurance and Compliance for the Federal Railroad Administration (FRA) issued a Workplace Safety Agency Interpretation, WPSAI-99-01. It consisted of the FRA's interpretation of working limits established through exclusive track occupancy for the following issues:

1. Acceptable procedures by which train and on-track equipment (OTE) movements are withheld from exclusive track occupancy limits; and
2. Acceptable procedures to follow when multiple work groups occupy a single working limits.

FRA Inspectors will utilize the contents of this interpretation in their inspection and compliance efforts regarding §214.319 (Working limits, generally) and §214.321 (Exclusive track occupancy). The following is the complete written text of Workplace Safety Technical Bulletin (WPS-99-01) and Workplace Safety Agency Interpretation (WPSAI-99-01), 49 CFR Chapter 214, Subpart C - Roadway Worker Protection, Exclusive Track Occupancy.

On December 16, 1996, the Federal Railroad Administration (FRA) issued the Roadway Worker Protection regulation. This regulation requires that each railroad devise and adopt a program of on-track safety to provide employees engaged in engineering functions along the railroad with protection from the hazards of being struck by a train or other on-track equipment (OTE). The Roadway Worker Protection Regulation, hereafter referred to as the "Rule," became effective on January 15, 1997. There are various types of on-track safety provided for in the Rule including train approach warning, individual train detection, and working limits.

Working limits, as defined by the Rule, means *"a segment of track with definite boundaries established in accordance with this part upon which trains and engines may move only as authorized by the roadway worker having control over that defined segment of track. Working limits may be established through exclusive track occupancy, inaccessible track, foul time or train coordination as defined herein."* On controlled track[1] working limits can be established through exclusive track occupancy, foul time, or train coordination. This technical bulletin provides interpretations to address the following exclusive track occupancy issues and supersedes previous instructions and directives concerning this subject.

Establishment of Exclusive Track Occupancy

The rule clearly defines three methods by which the tracks within exclusive track occupancy are placed under the control of a roadway worker in charge (RWIC):

1. Authority issued to the RWIC by the train dispatcher or control operator;
2. Flagmen stationed to stop movements; or
3. The RWIC causing fixed signals[2] at each entrance to the working limits to display an aspect indicating "stop" (local control).

An "authority" is the instrument that confirms trains and OTE movements have been withheld from the track(s) encompassing an exclusive track occupancy. As required by the Rule, the authority must be a written or printed document and includes such instruments as a "NORAC Form D," "Track Bulletin Form B," "Track Warrant," "Track and Time," "OCS Clearance," etc. As required by §214.321 (b)(2), the RWIC must maintain possession of the authority document while it is in effect.

As prescribed by §214.321 (c) , the extent of working limits established through exclusive track occupancy must have a physical feature (delineation) at each working limits entrance that is clearly identifiable to approaching trains or OTE. In the case of "active" delineations, these features are

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[1] As defined by the Rule, controlled track means "track upon which the railroad's operating rules require that all movements of trains must be authorized by a train dispatcher or a control operator." The authorization to use a track must be issued by a train dispatcher or control operator, not by an operating rule alone. This assures that a dispatcher can withhold or restrict train and OTE movements from working limits.

[2] For the purposes of the Rule, a "fixed signal" is a wayside block or interlocking signal which the most restrictive indication that can be conveyed is "stop."

either a flagman or a fixed signal that conveys a "stop" indication. Acceptable "passive" delineations consist of a station with a sign identified by name, a clearly identifiable milepost marker, a clearly identifiable physical location[3], or the provisions of a direct train control system[4]. An authority that withholds movements from the working limits must first be obtained by the RWIC before "passive" delineations can be used. However, flagmen with the capability to withhold movement or wayside signals conveying a "stop" aspect through local control may be used to establish and delineate working limits.

In addition to withholding movements that are approaching working limits, it is also imperative railroad rules prohibit train and OTE from entering the track between the delineations. For example, a hi-rail vehicle occupying a track at a highway-rail grade crossing or other OTE from entering at a hand-operated switch.

There are concerns regarding procedures on some railroads whereby trains and/or other OTE are admitted into the limits of an authority without the direction of the RWIC or without any information about the existence of working limits within the authority. One example is where the limits of an authority in centralized traffic control (CTC) territory would be at two Controlled Points located a significant distance from the actual work. With this type of procedure, protection is predicated on restricted speed and locomotive engineers or OTE operators looking out for flag(s) somewhere within the limits of the authority (in this case, between two Controlled Points). Where used, this procedure also raises the question regarding temporary speed restriction signs or other similar devices within the authority limits which may be misinterpreted as flags delineating working limits.

While the above procedures have been commonly used, to a large extent they rely on trains operating at restricted speed to protect the roadway workers. This conflicts with one of the most important underpinnings of the Rule, which is the prohibition of restricted speed, or its functional equivalent, to protect roadway workers.

Overlapping Authorities/Multiple Groups

Currently, it is an established practice on some railroads for multiple uncoordinated roadway work groups to be located within the same authority limits. For example, a RWIC may obtain a track and time permit (authority) in CTC territory between Control Points 10 and 20. The RWIC would then place red flags somewhere between mileposts 12 and 13. Subsequently, one or more additional roadway work activities with the same or overlapping authority limits occupy the track and place their flags after the first RWIC placed his/her flags.

Consequently, there are multiple independent and uncoordinated work activities each with potentially overlapping working limits. Specifically, there is the potential for a train or OTE to receive radio instructions to pass a red flag when that communication is obtained from the incorrect RWIC. This is of particular concern if a RWIC were to place flags between/within another RWIC's flags. To eliminate the potential problem associated with multiple employees directing movements, §214.319(b) states- *"Only one roadway worker shall have control over working limits for the purpose of establishing on-track safety."* This must prevail to fulfill the intent of exclusive track occupancy.

Withholding Equipment

In addition to protection from trains, the Rule prescribes procedures to protect roadway workers from the dangers associated with the movement of OTE. Railroads that permit trains into the limits of an authority without the direction of the RWIC, or without information about the location of working limits, also allow other OTE to proceed with even less controls. Specifically, other OTE may not be informed of working limits that may be within an authority granted for movement (overlapping movement and work authorities). Certain railroad rules permit OTE to move at substantial speeds (up to 45 m.p.h.) proceeding prepared to stop within one half the range of vision.

(Continued on next page)

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[3]Any physical feature, such as a switch, whereby an employee operating a train or OTE has knowledge of its specific location through physical characteristic qualifications. Red flags or signs may also be used but approaching movements must be informed of the exact location of these devices.

[4]Any method of operation, such as Direct Traffic Control (DTC), Track Warrant Control (TWC), Track Permit Control System (TPCS), Form D Control System (DCS), Occupancy Control System (OCS), and similar methods of operation that are derivatives of the former timetable/train order method of operation.

...FRA Issues Workplace Safety Bulletin

(Continued from previous page)

While OTE may be able to stop in less distance than trains, the Rule was clearly crafted to protect workers from trains and OTE. Furthermore, the increasing complexity and size of OTE can at times result in risks regarding adequate stopping distances similar to trains. Therefore, the definition of exclusive track occupancy specifies that trains and OTE movements must be withheld from the track within exclusive track occupancy.

Conclusion

1. Exclusive track occupancy established by means of an "authority" must include a procedure by which all train and OTE movements are withheld from the working limits. Acceptable methods include - -

1.1 A flagman with instructions and capability to hold all trains and OTE clear of working limits.

1.2 A fixed signal to the entrance of working limits that conveys an aspect indicating stop.

1.3 Where "passive" delineations are utilized, movements must be provided with advance notification of the type and exact location of these devices. For instance, a RWIC might wish to establish working limits between mileposts 15 and 16 on a single main track in CTC territory but the train dispatcher can only block the controlled signals at mileposts 10 and 20. In that case, the authority must specify that the working limits are established between mileposts 15 and 16. Trains and OTE may be authorized to pass the signals but must also receive instructions not to pass milepost 15 or 16 unless authorized by the RWIC.

2. When multiple roadway work groups occupy the same working limits, only one RWIC shall have control of all movements within the track in question in accordance with §214.319 (b). When multiple work groups use a common working limits, it is imperative that railroads have procedures in place to assure on-track safety when the RWIC releases the track to the train dispatcher or when he or she authorizes movements into the working limits. For example, the RWIC recording additional groups that occupy his or her working limits or the train dispatcher placing or "stacking" blocking devices for each additional work group. However, all movements within the working limits must remain under the control of the RWIC.

STB Approves CN-IC Merger

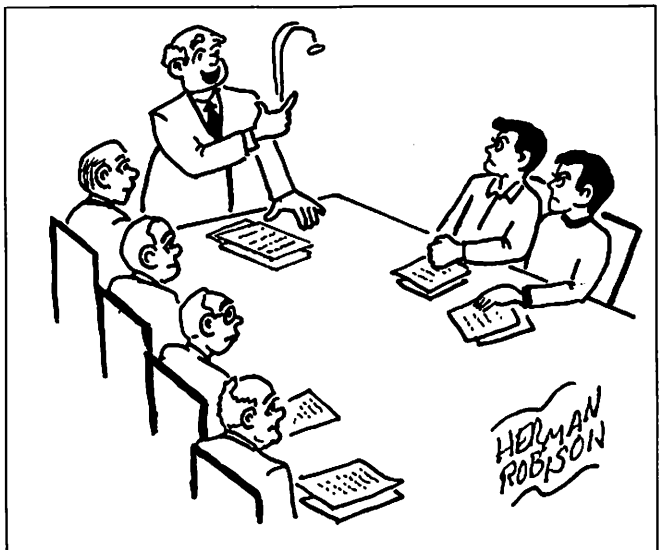
On March 25, in a unanimous vote, the Surface Transportation Board (STB) approved the $3.5 billion merger of Canadian National Railway Company and the Illinois Central Corporation.

The board's decision is expected to become effective June 24, and an integration of the two systems will begin on July 1. The combined railroad, which is to be based in Montreal, will be the fifth-largest in North America, with 1998 revenues of $3.5 billion, 17,190 route miles and about 25,000 employees.

The end-to-end merger will give shippers an easy route to move their goods from both sides of Canada down through Chicago and to the Gulf of Mexico.

The board denied requests by several competing railroads, including a request by Canadian Pacific Railway Company to make CN sell its share of a tunnel connecting Detroit and Windsor, Ontario.

However, regulators approved conditions of the merger stipulating that workers cannot be forced to move across the border for their jobs or give up labor protections.



"Heads, Management rejects your offer...tails, the Union accepts ours."

JOB OPPORTUNITIES

METRA has job openings for Signalmen in the Chicago, Illinois area. Successful applicants may be required to fill any journeyman, construction crew or maintainers positions. Current rates of pay are $20.03 per hour for Signalmen and $4266.02 for a monthly rated maintainer.

In addition to the National Vacation Agreement and National Health Insurance plans after one year, Signalmen on METRA receive 5 personal days and 3 sick days per year. There is also a 100 percent tuition reimbursement program.

Interested applicants should send, fax, or email their resume to:

Mr. Tom Blum
Manager Employment Administration
c/o METRA
547 West Jackson BLVD., 12th floor East
Chicago, Illinois 60661
Fax: (312) 322-8952
email: tblum@metrarr.com

Equal Opportunity Employer. Minorities, females, veterans and individuals with disabilities are encouraged to apply.

Signal Maintainers

The Grand Trunk District of CN Rail has immediate openings for qualified student signal persons or those interested in entering an Apprenticeship Training Program to work on the construction of signal equipment. Applicants must be high school graduates with one or two years of basic electrical principles and experience. Applicants must be able to read location circuit plans, schematic diagrams, mechanical components and performance characteristics. Some pole climbing and digging required for installation and maintenance of signal equipment. Prior railroad signal experience a plus. Work locations in Northwest Indiana and Southern Michigan. Equal Opportunity Employer.

CN Rail offers an excellent compensation and benefits package. All interested individuals send resume to:

John Kargula
CN Rail
P.O. Box 5025
2800 Livernois
Troy, Michigan 48007-5025

Signal Maintainers - Northwest Indiana/Chicago Metropolitan Area

Duties include installing, monitoring, testing and repairing railroad signal and crossing equipment. Must have good communication skills and five years railroad experience. A minimum of two years experience as a Signal Maintainer is required. Valid driver's license also required.

Assistant Signal Maintainers Northwest Indiana/Chicago Metropolitan Area

Duties include cable and wiring installation, digging ditches and other general laborer's duties. Knowledge of basic electricity and/or electronics required. Valid driver's license required (CDL license strongly preferred). Qualified candidates please mail or fax resumes with employment history and educational background to:

Human Resources Department
Indiana Harbor Belt Railroad
2721 161st Street
Hammon, IN 46323
Fax (219) 989-4967

TTD Cites Startling Mortality Figures as Rallying Cry For An Enhanced Safety Agenda

Transportation union officials who gathered in Miami, Florida for the Winter Executive Committee Meeting sent a clear message that addressing emerging threats to job security and safety will take top priority in the coming year. Deputy Transportation Secretary Mort Downey joined Transportation Trades Department labor leaders for a one-hour discussion.

The importance of the policy resolutions adopted on February 17, was underscored by new federal figures indicating that transportation workers are nearly three-times more likely to be killed or injured on the job as other industries. In 1996 alone, 6,112 American men and women died while on the job. Of that number, more than one-third was transportation related.

Sonny Hall, President of the TTD, AFL-CIO called the numbers horrifying. He further noted a new report from the Transportation Department's Inspector General (IG) concerning the implementation of the trucking provisions of the North American Free Trade Agreement (NAFTA) indicates another potentially serious safety threat to U.S. transportation workers as well as motorists. The study found that the U.S. is not ready to deal with the hazards posed by a massive inflow of Mexican trucks and buses at its borders. The IG report further concludes that "far too few trucks are being inspected at the U.S.-Mexican border, and that too few inspected trucks comply with U.S. standards." This further strengthens TTD's contention that the Clinton Administration should continue to delay implementation of this NAFTA clause.

"The numbers and analysis illustrate the fact that the transportation industry cannot accomplish any of its goals without making the safety of its workers priority number one," said Hall. "We will not accept losing more that 2,000 men and women a year in a work related fatalities."

TTD also called for the federal government to use revenues from the aviation trust fund to support the essential programs and infrastructure needs that are necessary to maintain the U.S. aviation system's distinction as the safest and most efficient in the world. TTD leaders liken this investment to the one made last year by Congress for surface transportation in the ISTEA reauthorization bill.

TTD reiterated its position that the Surface Transportation Board (STB) must not be allowed to continue its practice of nullifying employee contracts during the approval process of a merger or other transaction. TTD will "...oppose for nomination and confirmation as a member of the STB any individual who has supported or supports this policy."

TTD resolved to support a petition filed by the Association of Flight Attendants with the Federal Aviation Administration requesting a uniform rule for the size and volume of carry-on bags. Increasingly heavy and cumbersome baggage has become a threat to aviation employees and passengers alike.

As transportation workers across the county face the threat of pink slips as a result of the influx of foreign-made steel, TTD is calling on the Clinton Administration to protect these jobs by taking forceful action against Russia, Japan and other countries engaging in illegal "steel dumping." Transportation unions are joining the broader labor movement to stem a tide of job loss that has already wreaked havoc in communities who rely on a vital steel industry.

"As we prepare to enter the 21st Century, we must be prepared to invest in our future, and that means making our transportation systems safe and secure," added Hall. "When Congress returns to work next week, it is imperative that legislators take a good hard look at our transportation needs and be prepared to act for the benefit of all Ameri-

cans."

TTD also formally resolved to:

- Stop the blatant and intentional mis-classification of workers;
- Ensure basic motor carrier safety standards including hours of service;
- Guard against attempts to advance new innovative financing mechanisms that fail to comply with federal labor standards;
- Ensure sensible energy policy that does not threaten U.S. jobs;
- Urge Congress and the Clinton Administration to enact the Water Resources Development Act and additional funding for our nation's port system, while honoring federal labor standards;
- Oppose any changes in foreign airlines cabotage restrictions and expansion of foreign control or ownership of U.S. air carriers that threaten the jobs of U.S. aviation workers; and
- Ensure that the Federal Highway Administration's Office of Motor Carriers follows through on its safety responsibilities in the best interest of worker and public safety.

STB Halts CP's Relocation Plans for Dispatchers

On December 4, 1998, the Surface Transportation Board (STB) prevented Canadian Pacific (CP) from relocating the former Delaware & Hudson (now Soo) dispatchers from Milwaukee, Wisconsin to Montreal, Canada.

On October 15, 1998, the American Train Dispatchers Department (ATDD) filed an appeal with the United States Court of Appeals for the District of Columbia from the STB's decision denying ATDD's petition to review the arbitrator's decisions and implementing agreement. Concurrently a motion to extend the stay pending the outcome of their appeal to the Court of Appeals was filed with the STB. On October 16, 1998, the STB granted the motion for a stay until November 7, 1998. Then on November 6, 1998, the STB lifted the stay to allow CP to move forward with its relocation plans, which it planned to do on December 5, 1998.

During this time, ATDD President, Bill Clifford focused his efforts on stopping this move because the implications could be devastating. "This could have very easily been the first step in other carriers following suit," said Vice President Volz who handles the Soo dispatchers. "Next thing you know, Soo would be trying to move their dispatchers to Calgary or some other carrier would get the idea to go south to Mexico."

ATDD President Clifford met with Congressman, the FRA and other Department of Transportation officials, and solicited the help of other union Rail Chiefs. In a show of solidarity, the Brotherhood of Railroad Signalmen sent letters voicing their objection to the relocation to the Federal Railroad Administration (FRA) and the STB.

As the date of relocation drew near, ATDD President Clifford met with the FRA which resulted in the FRA writing letters to CP on two separate occasions. On November 30, 1998 and December 2, 1998 the FRA voiced their concerns over this relocation to the STB. Upon receipt of copies of these letters, ATDD filed a petition with the STB, on December 3, 1998, to reopen the proceeding in view of the position expressed by the FRA.

Shortly before 5:00 p.m. on December 4, 1998, just hours before the relocation was to begin, the STB issued the following order:

> "The Board now has in the record for the first time a definitive statement from the FRA that these positions should not be moved. Given this statement by FRA that the transfer of these positions could adversely affect rail safety, we will not allow the transfer to move forward under the authority of our labor conditions. Therefore, the carriers are herby ordered to refrain from consummating their transaction..."

As a result of the STB's December 4, 1998 decision, ATDD withdrew its appeal from the Court of Appeals. Canadian Pacific has now filed on of their own.

FIND IT FAST

Safety and Health Websites

AFL-CIO
www.aflcio.org
Information on workplace hazards and worker safety and health rights.

Occupational Safety and Health Administration
www.osha.gov
OSHA standards and information on workplace inspections.

Environmental Defense Fund's Chemical "Scorecard"
www.scorecard.org
Determine how much pollution your workplace releases into the community.

National Institute for Occupational Safety and Health
www.cdc.gov/niosh
Latest research on workplace hazards.

Environmental Protection Agency
www.epa.gov
Environmental regulations covering employers.

Bureau of Labor Statistics
stats.bls.gov/oshhome.htm
Statistics on the hazards in specific industries.

Material Safety Data Sheets
www.ilpi.com/msds/index.htm
Information on workplace chemical hazards.

Mine Safety and Health Administration
www.msha.gov
Safety standards covering mining.

Pickle Packer Added to AFL-CIO Boycott List

Refusal of the Mt. Olive Pickle Company to recognize the Farm Labor Organizing Committee (FLOC) as the union that represents field workers on the farms that supply the Mt. Olive, North Carolina firm with the cucumbers it pickles and packs, has landed the nation's second largest pickle packer on the AFL-CIO's nationwide "Do Not Buy!" list.

Most of Mt. Olive's pickles and relishes are sold under its own name in groceries and super markets across much of the U.S., particularly in the South. The company also packs pickles sold by the Food Lion and Harris Teeter chains under the firms' own labels.

More than 2,000 Mt. Olive migrant and seasonal workers signed union cards during an organizing drive kicked off last summer with a 70-mile march through North Carolina pickle growing areas, the union reports. Pay, working conditions and the workers' dignity are the principal organizing issues, FLOC reports.

More than 60 religious, labor and community organizations have endorsed the Mt. Olive organizing effort. They include the National Council of Churches and its North Carolina branch, the National Farm Worker Ministry, the Roman Catholic Diocese of Raleigh (N.C), and the Archdiocese of Detroit.

FLOC currently has contracts covering field workers on farms in Michigan and Ohio that supply the Campbell Soup Company, Heinz Company and Vlasic Corporation, the nation's number one pickle packer. There are three-way agreements between the union, the processing companies and the farmers.

In a response to statements made by William Bryan, Mt. Olive's executive officer, FLOC President Baldemar Valasqez said, "they can sit down with us at the bargaining table now, or after a crippling national boycott of his company's products... One way or the other, we will win a contract."

Boycott List

VICE PRESIDENT RAILROAD ASSIGNMENTS EFFECTIVE April 1, 1999

The following list names each railroad in the United States and the BRS Vice President who represent BRS members on that property. Railroads that have been acquired by a parent railroad are listed by their former names.

Val Van Artsdalen International Vice President - West

BNSF
- Atchison, Topeka & Santa Fe
- Burlington Northern

Gateway Western
Houston Belt & Terminal
- Galveston, Houston & Henderson

Kansas City Southern
- Mid South Rail
- South Rail

Montana Rail Link
NRPC (Amtrak-Pacific)
SPCSL Corp.
Texas Mexican
Union Pacific
- Chicago & North Western
- Missouri Pacific
- MP-Communications
- Southern Pacific

Floyd Mason International Vice President - Southeast

CSX Transportation
- Atlanta & West Point
- Baltimore & Ohio
- Baltimore & Ohio (CT)
- C&O Pere Marquette
- Chesapeake & Ohio
- Clinchfield
- Georgia Railway
- Louisville & Nashville
- Monon
- Richmond, Fredericksburg & Potomac
- Seaboard Coast Line
- Western Railway of AL

Conrail
Norfolk Southern
- Central of Georgia
- Norfolk & Western
- Southern Railway

Wheeling & Lake Erie
- Locomotive Mechanics
- Maintenance of Way
- Signal and Communication

Dennis Boston International Vice President - Northeast

Canadian Pacific Railway
- Delaware & Hudson

Guilford Trans. Inc.
- Springfield Terminal

Long Island Rail Road
Metro North
NJT
NRPC (Amtrak)
- NOUPT
- N,S & W District

Providence & Worcester
Port Authority-Trans Hudson
SEPTA
St. Lawrence & Atlantic

Joe Mattingly International Vice President - Midwest

Alton & Southern
ABC Rail Systems Inc.
Belt Railway of Chicago
Bessemer & Lake Erie
Chicago, Central & Pacific
Canadian National Railway
- Grand Trunk Western

Canadian Pacific Railway
- Soo Line

Duluth, Winnipeg & Pacific
Elgin, Joliet & Eastern
Illinois Central Gulf
Indiana Harbor Belt
I & M Rail Link
Mid South Rail
Northeast IL Regional Commuter Rail Corp. (Metra)
New Orleans Public Belt
Paducah & Louisville
Peoria & Pekin Union
Safetran Systems (Louisville)
Terminal RR Assn. of St. Louis
Union Railroad
VRG, Inc.
Wheeling & Lake Erie
- Locomotive Mechanics
- Maintenance of Way
- Signal and Communication

Railroad Retirement INFORMATION

Railroad Retirement Maximum

The total amount of monthly annuities payable under the Railroad Retirement Act to an employee and spouse is limited to a maximum geared to the employee's average monthly earnings prior to retirement. This provision was intended as a "reasonable cap" so that combined employee and spouse benefit payments do not exceed the employee's creditable earnings prior to retirement.

Most retirees and spouses are not affected by this maximum on benefit payments, but the percentage of annuities affected is expected to increase in future years. This maximum provision may also affect long-service retirees with moderate earnings, or retirees with no earnings, in the 10-year period ending with the year the employee's annuity begins.

Tier I railroad retirement benefits, which approximate social security benefits, are used in determining if a reduction for the railroad retirement maximum is required. However, these benefits are not subject to an actual reduction for this maximum. In cases where a maximum reduction is required, it is usually limited to the tier II portion of the spouse annuity payable on the basis of an employee's earnings. Of the 8,300 spouse annuities awarded in fiscal year 1998, some eight percent required reductions, averaging about $104 per month. Of the 11,400 employee annuities awarded in fiscal year 1998, some two percent initially required reductions, averaging $182 per month.

The following questions and answers describe the application of this railroad retirement maximum provision.

1. On what is the railroad retirement maximum based?

The maximum limiting the total amount of railroad retirement benefits payable to an employee and spouse is based on the highest two years of the employee's railroad retirement or social security covered earnings in the 10-year period ending with the year the employee's annuity begins.

In most cases, the maximum is, in effect, based on percentages of those earnings in relations to 1/12 of the amount of earnings subject to the social security equivalent tier one tax in the year the annuity begins. Currently, the maximum formula is such that the highest total family benefit initially payable in a given year is about 68 percent of 1/12 of the tier I taxable earnings limit, or just under 92 percent of 1/12 of the tier II taxable earnings limit, for that year.

2. How is the railroad retirement maximum generally calculated?

The first step in calculating the railroad retirement maximum is to determine an employee's "final average monthly compensation." An amount is determined by dividing by 24 the employee's total earnings up to the tier II taxable earnings limits for the two highest-earnings years out of the last 10 calendar years, including the year of retirement. Both railroad retirement and social security covered earnings are considered in this step of the railroad retirement maximum calculation. To illustrate this first step, assume that an employee retired in September 1998 with earnings in 1997 and 1998 exceeding the tier II taxable earnings limits of $48,600 in 1997 and $50,700 in 1998. The employee's final average monthly compensation would be $4,137.50 (the sum of the 1997 and 1998 tier II taxable earnings limit, which is $99,300, divided by 24).

The next step in the calculation is to also divide by 24 the tier I taxable earnings limit in the year the annuity begins. In this case, 1/24 of the $68,400 tier I earnings limit in 1998 would be $2,850.

The monthly benefit maximum for this employee is equal to (a) his final average monthly compensation ($4,137.50) but only up to 1/24 of the tier I taxable earnings limit in the year the annuity begins ($2,850), plus (b) 80% of so much of his final average monthly compensation as exceeds 1/24 of the tier I taxable earnings limit. The amount of the final average monthly compensation in excess of $2,850 is $1,287.50, 80 percent of which is $1,030.

The monthly benefits for this employee and spouse at the time of the annuity beginning date in September 1998 would, therefore, be limited to $3,880 ($2,850 plus $1,030) but would be increased for annual cost-of-living adjustments thereafter.

The maximum cannot be more than the final average monthly compensation and cannot be less than $1,200. However, reductions for early retirement and/or social security or certain other dual benefit entitlements are applied after any reductions for the maximum. Consequently, total benefits payable to the employee and spouse may be less than final average monthly compensation, or $1,200.

3. Would a long-service employee with high earnings necessarily be affected by the railroad retirement maximum.

No. Take, for example, an employee, age 63 with 40 years of service and retiring in December 1998, with earnings generally at the tier I maximum, including 1997 and 1998. In this case, monthly benefits for this employee and spouse at the annuity beginning date in December 1998 would be limited to $3,880.

Assume the employee's tier I benefit to be $1,360 and his tier II benefit to be $1,100, and that the employee is also eligible for a supplemental annuity of $43 a month. In addition, the tier I and tier II benefits of the spouse annuity, for railroad retirement maximum purposes, would be $680 and $495, respectively.

The total family benefit payable, before considering the railroad retirement maximum, would be $3,678. As the maximum based on the employee's earnings in this case is $3,880, no reduction for the maximum would be required.

As can be seen, the amount of each employee's railroad retirement maximum is dependent entirely upon his or her earnings prior to the annuity beginning date. An employee whose earnings are at least at the level of the tier II taxable earnings limit will gain the benefit of a high railroad retirement maximum. (In 1998, the highest possible railroad retirement maximum was $3,880; in 1999 it is $4,085.)

However, the calculation of a railroad retirement annuity takes into account lifetime earnings, age at retirement, and years of service, among other factors. These can cause monthly benefits to increase to a point where they exceed the amount of the employee's railroad retirement maximum. If the employee who was not affected by the maximum in the preceding example were to continue working past age 65, and therefore become eligible for delayed retirement credits on top of additional service, family benefits could eventually increase to the point where the maximum would be applicable.

4. How would this provision be applicable to long-service employees with relatively moderate earnings in the 10-year period?

Take, for example, an employee, also age 63 with 45 years of service retiring in December 1998, with earnings of $45,000 in both 1997 and 1998, which were also his highest two years of creditable earnings. In this case, monthly benefits for this employee and spouse at the annuity beginning date in December 1998 would be limited by the maximum computation to $3,570.

Assume the employee's tier I benefit to be $1,250 and his tier II benefit to be $1,150, and that the employee is also eligible for a supplemental annuity of $43 a month. In addition, spouse benefits would consequently be $625 and $517.50 in tier I and tier II amounts, respectively.

The total family benefit payable, before consid-

(Continued on next page)

...Railroad Retirement Maximum

(Continued from previous page)
ering the railroad retirement maximum, would be $3,585.50 per month. As the maximum based on the employee's final average monthly compensation in this case is $3,570, a reduction of $15.50 per month would be required. Employees who have earnings less than the taxable earnings limit prior to retirement coupled with very long service should be especially aware of the potential for a maximum reduction in total family benefits.

5. What are some examples of the maximum affecting an employee with lesser earnings, or no earnings, under either railroad retirement or social security coverage in the 10-year period up to retirement?

An example of a person with lesser earnings in the 10 years ending with the year the employee's annuity begins could be an employee who accepted a separation allowance and involuntarily left the rail industry in 1988. Assume that he subsequently worked in a series of part-time social security covered jobs and retires in 1998. His highest two years of creditable earnings in the 10-year period 1989-1998 were 1996 and 1997, during which he earned $18,000 in each year. Since his final average monthly compensation ($1,500) is less that 1/24 of the 1998 tier I earnings maximum ($2,850), the maximum in this case would be the final average monthly compensation of $1,500.

Assume that the employee in this example had acquired 30 years of railroad service by the time he left the rail industry in 1988. Upon his retirement at age 62 in 1998, his tier I and tier II benefits are calculated as $1,100 and $520, respectively, and a supplemental annuity of $43 is also payable. The tier I and tier II benefits payable to his spouse would be $550 and $234, respectively.

The total family benefits in this case, before considering the railroad retirement maximum, would be $2,447 a month. However, the maximum in this case is the final average monthly compensation of $1,500. Although a reduction of $947 is consequently calculated, the actual reduction is limited to $797, which is the total of those benefits exceeding tier I payments.

In cases of no railroad retirement or social security covered earnings in the 10 years ending with the year the employee's annuity begins, the maximum would be $1,200. As can be seen, the $1,200 or other relatively low maximum could substantially reduce the railroad retirement benefits payable. In an extreme case, it could cap benefits at an amount precluding payment of most, or even all, of the tier II benefits and supplemental annuity otherwise due.

6. If a reduction for the railroad retirement maximum is required, how is it applied to the railroad retirement annuities payable to the employee and spouse?

If the total benefits (excluding any vested dual benefits) payable to the employee and spouse before reduction for age, social security benefits or other factors exceed the maximum, they must be brought down to the maximum amount. This is done by first reducing the spouse's tier II benefit. If the total family benefits still exceed the maximum, the railroad employee's supplemental annuity is reduced. Finally, if total benefits still exceed the maximum, the employee's tier II benefit would be reduced.

If a spouse is not yet eligible for an annuity at the time of the employee's retirement, any required reduction would be applied when the spouse is actually awarded the annuity. If any further reductions for the maximum were also required, they would be applied to the employee's supplemental annuity and/or tier II benefits at that time. The only instance in which an employee's annuity would be reduced for the maximum prior to the actual award of a spouse annuity is when the employee's tier I benefit, tier II benefit and supplemental annuity alone exceed the individual maximum for that case.

Tier I employee and spouse benefits and any vested dual benefits payable are not subject to reduction for the railroad retirement maximum.

7. How can an employee get more information about this maximum provision?

Board field office personnel can provide rail employees with annuity estimates which would reflect any maximum provisions applicable, as well as information on other railroad retirement-related matters.

Most Board field offices are open to the public from 9:00 a.m. to 3:30 p.m., Monday through Friday.

FRA Workshop to Launch Development of ITS Standards Program for Highway-Rail Intersection

Safety at highway-rail grade crossings, a major railroad problem and concern, will benefit from the new technologies that Intelligent Transportation Systems (ITS) make available. However, a consistent nationwide approach to improving Highway-Rail Intersection safety through ITS depends on standards that incorporate both the rail and highway portions of the HRI. A workshop on July 22-23, in the Washington D.C. area, sponsored by the Federal Railroad Administration and the U.S. DOT ITS Joint Program Office, will bring together rail, highway, standards development, and other private and public sector interests to initiate the standards development, and other private and public sector interests to initiate the standards development process for ITS in the Highway-Rail Intersection.

On March 16, Tom Woll of the FRA Office of Safety announced the scheduling of an intensive two-day workshop to plan and launch a standards development program focusing on the application of Intelligent Transportation Systems (ITS) technologies to the problems of the Highway-Rail Intersection. The workshop, sponsored by FRA and the U.S. DOT ITS Joint Program Office, is scheduled for July 22-23, at the Crystal Gateway Marriott in Arlington, Virginia. The workshop is expected to attract both rail and highway interests, as well as the standards-development community.

"Our objective," says Woll, "is to begin the process of setting standards for ITS applications at the Highway-Rail Intersection to promote a nationally consistent approach to the use of the technologies." This kind of consistency, Woll suggests, is needed both to produce the economies of scale that will encourage widespread deployment and to minimize variations that could potentially confuse the traveling public whose safety is at stake. At present, he notes, technological approaches to improving safety at the HRI are regional and generally not interoperable. "The outcome of this workshop," Woll continues, "will be a plan for pursuing HRI/ITS standards and, we hope, a commitment to participate from many of the stakeholders."

Richard Weiland, a consultant to FRA on the development of ITS standards, is organizing the workshop. Weiland is Chair of the Council of Standards Organizations of the Intelligent Transportation Society of America and of the ITS Committee of the Transportation Research Board (National Academy of Science). According to Weiland, the workshop will include kickoff presentations from national experts on the Highway-Rail Intersection and its place in the National ITS Architecture, and overview of the current ITS standards program which has produced nearly 100 standards over the past several years, current approaches to improving safety at the highway-rail intersection, and reports on other related work in progress.

The presentations will be followed by a hands-on breakout sessions in which workshop participants will address the problems and opportunities of ITS and the Highway-Rail Intersection and begin to formulate the program for identifying, developing, and deploying relevant standards. Principal focus areas include improved information and warning for train crews, improved information and warnings for motorists and pedestrians, and improved abilities to detect and summon assistance for incidents which do occur. Human factors, as well as technology, will be a key aspect of each focus area.

"For this multi-modal workshop to succeed," Weiland notes, "we need to draw on the expertise of road and rail-related public agencies at all levels, highway and rail electrical equipment manufacturers, the railroads, labor unions, standards development organizations across a wide range of disciplines, human factors interests, and advocacy groups with a variety of fucuses. We expect well over a hundred participants."

Accidents at the Highway-Rail Intersection regularly rank among the top two causes of rail-related fatalities. "ITS technologies are finally bringing new, cost-effective opportunities for improving this situation," notes Woll, "especially by introducing better and less expensive ways to detect and provide warnings of potentially dangerous situations at both active and passive crossings." Active crossings incorporate gates, lights, bells, or other warnings to motorists and pedestrians of approaching trains. Passive crossings, by far the larger quantity, especially outside of urban areas, typically have only crossbucks, the traditional white and black X-shaped railroad crossing warning sign.

Work on the Highway-Rail Intersection is being supported by the ITS Joint Program Office of the U.S. Department of Transportation through the FRA and other agencies.

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BRS, BLE & UTU Target Unsafe Grade Crossings

In the wake of the recent Amtrak accident in Illinois that claimed 11 lives, the Brotherhood of Locomotive Engineers, Brotherhood of Railroad Signalmen and United Transportation Union are joining together to spearhead a national campaign to identify unsafe railroad grade crossings.

To build a national database of unsafe railroad crossings, the unions are asking their members and the general public to report problems to a special task force. The Brotherhoods are also reaching out for help to Operation Lifesaver, a rail safety organization that has made highway-rail grade crossing safety its mission.

Union members and others are encouraged to report unsafe railroad grade crossings to a toll-free telephone hotline at (800) 964-9464, or via e-mail to either "safecrossings@ble.org,"signal@brs.org," or "utu@compuserve.com." Reports and photographs also may be sent to the Rail Crossing Task Force, United Transportation Union, 14600 Detroit Ave., Cleveland, OH 44107-4207.

"If this country is sincere in stopping deaths at railroad crossings, they will begin installing four-quadrant gates immediately."

-BRS President Dan Pickett

According to Clarence Monin, president of the BLE, motorists dodging closed highway-rail crossing gates and narrowly missing collision with trains is a big problem for train crews.

"There are 100 near misses for every one collision at America's grade crossings," Monin said. "The railroad companies and government agencies don't keep statistics on these incidents, but it's a perpetual problem for locomotive engineers. We hope to eliminate near misses and actual collisions through this campaign."

"The unions have joined together to save lives and improve the safety of every American who works on or crosses railroad tracks," Little said. "We intend to compile this information and let the political leadership in every state and in Washington know where the problem spots are located. We need to try and solve this problem before we have more accidents like the recent Amtrak crash, which claimed the lives of 11 innocent people."

The unions said the complete list of unsafe rail grade crossings would be made available to the public on their websites, (www.ble.org, www.brs.org, www.utu.org) when it is completed.

"The members of our unions know what is safe and what is an accident waiting to happen," Little

CHANGE OF STATUS FORM

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said. "Together, we can make a difference and cut through the red tape and find quick and sound solutions to these problems."

The unions are also calling on the Federal Railroad Administration to step up efforts to design and test crossing safety systems that are more difficult to circumvent, such as four-way gates at railroad crossings.

"The BRS is very proud to join the BLE and UTU in an effort to identify the nation's unsafe railroad grade crossings," said BRS International President W.D. "Dan" Pickett. "If this country is sincere in stopping deaths at railroad crossings, they will begin installing four-quadrant gates immediately.

"With the technology available today, and with using the four-quadrant gates, accidents at crossings could almost be eliminated," Pickett said. "The decision has to be made that will force the motoring public to wait for trains at crossings. It is a proven fact that motorists will wait when four-quadrant gates are installed."

There are more than 260,000 grade-level railroad crossings in the country, but only about 62,000 are equipped with active warning systems such as gates, lights, or bells.

Efforts by the federal government to provide millions of dollars to states to improve crossings, coupled with an ongoing campaign to close grade-level crossings, and regulations mandating ditch lights on locomotives are paying off. Last year there were 422 deaths at grade crossings, down 33 percent from five years ago.

Of all the reportable accidents, 183, or 74 percent, were attributable to motor vehicle operator inattention or impatience. Of those accidents, 114 occurred at crossings with active warning devices.

That same year, 50 people died in collisions with Amtrak trains a highway-rail intersections. Amtrak trains struck and killed 69 other people who were trespassing on an Amtrak rail line.

Texas had the deadliest record of any state between 1991 and 1998 with 380 deaths at railroad grade crossings, according to the FRA. Illinois was second with 288 deaths.

Related Websites:

Brotherhood of Locomotive Engineers: **http://www.ble.org**

Brotherhood of Railroad Signalmen: **http://www.brs.org**

United Transportation Union: **http://www.utu.org**

Operation Lifesaver: **http://www.oli.org**

Labor CALENDAR

April

4 Martin Luther King, Jr. was assassinated in 1968 while helping striking sanitation workers in Memphis, Tenn.

12 Florence Reece, active in Harlan County, Ky. coal strikes and author of the famous labor song "Which Side Are You On," was born in 1900.

14 In 1939, John Steinbeck's *The Grapes of Wrath* was published. The novel of social protest dramatized the story of "Okies"—workers who migrated from Oklahoma's dust bowl to the groves of California—and experienced tremendous hardships and exploitation along the way.

15 A. Philip Randolph, an African-American and one of the most influential trade unionists in the U.S. labor movement, was born in 1889. The organizer and president of the Brotherhood of Sleeping Car Porters, an all-black union, Randolph said: "The essence of trade unionism is uplift. The labor movement traditionally has been the haven for the dispossessed, the despised, the neglected, the downtrodden, and the poor."

20 In 1914, company gunmen attacked a tent colony of striking miners and their families in Colorado, setting it ablaze and killing 19 men, women and children in what is remembered as the Ludlow Massacre.

27 James Oppenheim's poem, "Bread and Roses," was published in *Industrial Solidarity* in 1946. "Our lives shall not be sweated/from birth until life closes/ hearts starve as well as bodies; give/ us bread, but give us roses," the poem reads. It was penned after Oppenheim saw a sign held by young mill girls picketing in the 1912 strike against woolen companies in Lawrence, Mass.

Union Member Accident Insurance

No-Cost Workplace insurance doubled! Now get $10,000 of Workplace accidental death insurance, just for being a union member!

No one wants to think about accidents—especially accidents involving serious injury or death. But you also don't want to leave your family in financial difficulty if a tragedy occurs.

That's why it's so important to think about the unthinkable now. And that's why your union makes Union Member Accident Insurance available. Not only does this program make it easy and affordable for union members to give their families the financial security they need and deserve—but it provides valuable insurance coverage at absolutely no cost to union members.

No-Cost Insurance, Without Obligation

You get $10,000 worth of Workplace accidental death insurance, plus $2,000 of All-Accident accidental death insurance—just for being a union member. All you have to do is sign and send in the enrollment form. The No-Cost Workplace insurance covers you while at work or commuting to and from work. The All-Accident insurance covers other non-work accidental death. Both cover you for a full year and are renewable annually—again at no cost to you.

Additional Purchased Coverage

For more complete protection, you can buy up to $200,000 of round-the-clock Worldwide coverage at low group rates. You'll be covered 24 hours a day—at home, at work, or while traveling, anywhere, anytime—for accidental death and the loss of sight, speech, hearing and limbs. And your family is eligible for coverage, too.

Additional Benefits Paid*

If you purchase additional coverage, in addition to the face amount, your beneficiary will receive:

- ➤ $50,000 more for a covered accidental death that occurs at a union workplace;
- ➤ $100,000 more for a plane, train, boat, taxi or bus fatality; or
- ➤ $25,000 more for a motor-vehicle fatality.

Guaranteed Coverage

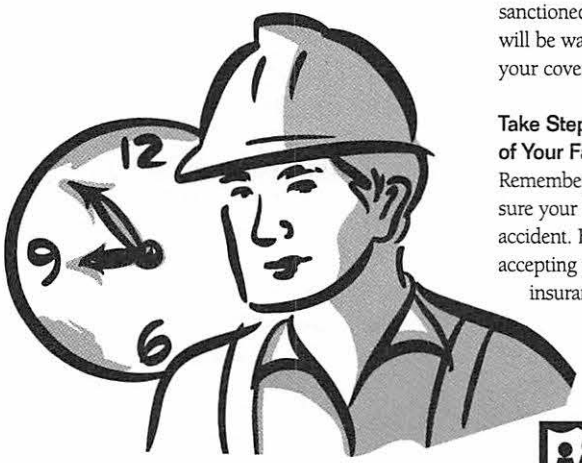
All union members ages 18 to 69, regardless of health or occupation, are eligible to enroll, and coverage is guaranteed. No medical exam is required. Members may continue their coverage after age 70 at lower benefit amounts.

Skip-Payment Strike Benefit

If you're out of work because of a union-sanctioned strike or lock-out, your premiums will be waived for up to one full year while your coverage remains in force.

Take Steps Now to Take Care of Your Family

Remember, accidents happen. But making sure your family will be taken care of is no accident. Help protect your loved ones by accepting your $10,000 worth of no-cost insurance today.



SE HABLA ESPAÑOL

1-800-899-2782

UNION MEMBER ACCIDENT INSURANCE

Another Benefit of Union Membership Brought to You by Union Privilege

WHO'S ELIGIBLE?

Union members ages 18 through 69 are eligible; a medical exam is not required for acceptance. Members age 70 and over are eligible for one-half the coverage amount.

MEMBER ACCESS

1-800-899-2782
8 a.m.–8 p.m., Monday–Friday (ET)

COVERAGE OPTIONS

- ➤ No-Cost Coverage: $10,000 worth of No-Cost Workplace accidental death insurance; $2,000 of All-Accident insurance
- ➤ Additional Purchased Accidental Death and Dismemberment Coverage: Optional 24-hour Worldwide insurance from $15,000 up to $200,000

PROGRAM ADVANTAGES

- ➤ No medical exams required
- ➤ Guaranteed coverage—you cannot be turned down
- ➤ 60-day money-back guarantee
- ➤ Optional family coverage
- ➤ Low group rates
- ➤ Skip-payment benefit during strikes and lockouts

*Main insured only

FS-ADD-1298

GA-23111-Plan D Changes Effective June 1, 1999

Effective June 1, 1999, policyholders under Group Policy GA-23111, Plan D will have two options to select from:

A.) A revised Plan D, which will have improved medical benefits but substantial changes in the prescription drug benefit. A $250 annual deductible will be added to the Retail Pharmacy Program. Retail Pharmacy co-payments for generic and brand name drugs will increase to 50 percent of the discounted cost of the drug and the "days supply" will be increased from 21 to 30 days. Regarding the Mail Order Program, $10 generic drug co-payment will be increased to $20 and $20 brand name drug co-payment will be increased to $40. The "days supply" will remain at 120 days. Both programs will increase the annual benefit maximum from $3,000 to $5,000.

B.) A new Plan F. This new plan has the same improved medical benefits as Plan D, except that it does not provide any prescription drug coverage.

Current policyholders will be receiving detailed packages in the mail very shortly. Also, a toll free 800 number will be established to handle questions.

Milestone

BRS Members Harold Dohoney and Leslie Ryder Turn 100

The Brotherhood of Railroad Signalmen would like to congratulate Brothers Harold H. Dohoney and Leslie P. Ryder on their 100th birthday.

Brother Dohoney was born on December 14, 1898. He was initiated into the BRS in 1924. He retired on March 15, 1963 with 39 years of service on the N.Y.C. Railroad. Brother Dohoney was working as a Signal Maintainer in Lebanon, Indiana at the time of his retirement.

Brother Ryder was born on December 16, 1898. He was initiated into the BRS in 1917. He retired on June 19, 1964 with 47 years of service on the New Haven Railroad. Brother Ryder was working as a Signal Inspector in Providence, Rhode Island at the time of his retirement.

We wish them both continued good health during their retirement.

Anyone interested in contacting Brother Dohoney or Brother Ryder may do so by sending their correspondence to *The Signalman's Journal*.

Obituaries

JACK J. BAKER-retired member of **LOCAL 104**. Brother Baker retired in 1977 after 25 years of service with the Southern Pacific Railroad. He was a Coderman at Bakersfield, California at the time of retirement.

BURT L. BARNES-active member of **LOCAL 34**. Brother Barnes had 32 years of service with the Southern Pacific/Union Pacific Railroad. He was an ARASA Supervisor at Roseville, California.

JOHN N. BLACK-retired member of **LOCAL 128**. Brother Black retired in 1973 after 44 years of service with the Penn Central Railroad. He was a Signal Maintainer at Corning, Ohio at the time of retirement.

OWEN L. BURK-retired member of **LOCAL 77**. Brother Burk retired in 1990 after 42 years of service with the N&W Railroad. He was a Signal Maintainer at Suffolk, Virginia at the time of retirement.

ROBERT N. BYRON-active member of **LOCAL 84**. Brother Byron had 29 years of service with the New Jersey Transit Authority. He was a Signalman at Hoboken, New Jersey.

JOHN C. CLENDANIEL-active member of **LOCAL 106**. Brother Clendaniel had 15 years of service with Amtrak. He was a Signal Maintainer at Lancaster, Pennsylvania. Brother Clendaniel served as Local Chairman and Local President.

RUSSELL G. HAGLEY-retired member of **LOCAL 216**. Brother Hagley retired in 1985 after 41 years of service with the Chesapeake and Ohio Railroad. He was a Signal Inspector at Walbridge, Ohio and the time of retirement. Brother Hagley served as a Local Chairman and after retirement served as Mayor of Pemberville, Ohio and President of the Ohio Mayors Association.

GENE C. HOMLER-retired member of **LOCAL 57**. Brother Homler retired in 1991 after 39 years of service with Conrail. He was a Assistant Inspector at South Plainfield, New Jersey at the time of retirement.

CLYDE E. MCNEIL-retired member of **LOCAL 158**. Brother McNeil retired in 1972 after 32 years of service with the Louisville & Nashville Railroad. He was a Signal Maintainer at Chatsworth, Georgia at the time of retirement. Brother McNeil served as a Local Chairman and Local President.

WM. R. PATTON, JR.- retired member of **LOCAL 198**. Brother Patton retired in 1982 after 40 years of service with the Clinchfield & Southern Railroad. He was a Signal Maintainer at Erwin, Tennessee at the time of retirement. Brother Patton served as a Recording/Financial Secretary for 30 years and as a Trustee.

FLOYD B. PIPER-retired member of **LOCAL 72**. Brother Piper retired in 1973 after 32 years of service with the Missouri Pacific Railroad. He was a Signalman at Atchison, Kansas at the time of retirement.

SIDNEY N. ROSENBERG-retired member of **LOCAL 45**. Brother Rosenberg retired in 1960 with 29 years of service with the Erie Railroad. He was a Foreman in New Jersey and New York at the time of retirement.

CLARENCE K. RUSSELL-retired member of **LOCAL 169**. Brother Russell retired in 1973 after 40 years of service with the NKP and NW Railroads. He was a Lead Signal Maintainer at Tipton, Indiana at the time of retirement. Brother Russell served as a Local Chairman and Secretary/Treasurer.

COWAN SAULSBERRY- active member of **LOCAL 129**. Brother Saulsberry had 30 years of service with the St. Louis/San Francisco and Burlington Northern Santa Fe Railroads. He was a Lead CTC Retarder Yard Maintainer at Memphis, Tennessee.

ORA WISBY-retired member of **LOCAL 79**. Brother Wisby retired in 1971 after 30 years of service with the Pennsylvania Railroad. He was a Communication Maintainer at Columbus, Ohio at the time of retirement.

Labor History

THE GREAT POSTAL STRIKE OF 1970

by Thomas J. Gerano

It has been almost twenty-nine years since the Great Postal Strike, the first major strike against the federal government since the signing of the Constitution and the first national "wildcat" strike in American history.

Prior to the strike, a very narrow and management-dominated form of industrial relations existed in the Post Office Department. Major items including wages, hours, and fringe benefits were determined by Congress and were excluded from the collective bargaining process. Grievances pertaining to contract interpretation could be arbitrated only if management agreed. Mediation, if unsuccessful, resulted in the mediator making confidential recommendations to management only, despite the fact that half of the cost of the mediator's services was paid for by the union. Discipline cases ultimately were resolved by the Civil Service Commission or the Post Office Department's Board of Appeals and Review. Under these procedures, management's position was upheld 90 percent of the time.

In 1969, it took postal employees 21 years to reach the top pay of $8,422. The average gross salary was $6,700. Twelve percent of full-time employed postal workers in New York City were eligible for welfare benefits, and the annual turnover rate was 25 percent. When President Nixon threatened to veto any postal pay raise unless his plan for postal reform was included, postal employees became extremely apprehensive and agitated. They feared losing their civil service status which they equated with retirement and job security, and they were angry about the low state of their wages.

On March 12, 1970, members of the New York Letter Carriers Union, Branch 36 of the National Association of Letter Carriers (NALC) passed a motion, over the objections of the union's leadership, to take a strike vote. The result of the March 17 balloting at Manhattan Center was 1,555 for the strike and 1,050 against.

The Great Postal Strike began in New York City as 12:01 a.m. on March 18, 1970. At the end of the first day, the strike had spread to the entire New York metropolitan area. By the second day, mail service had been brought to a halt in New York, New Jersey, and Long Island. The strike quickly moved across the country and by Friday, March 20, engulfed a major part of the Midwest and California. The strike reached its peak on Saturday when the nation's central distribution center in Chicago shut down in defiance of the national union's proposal to end the strike. Some union leaders, unable to prevent their members from striking, resigned their union office. The fourth day of the strike ended with President Nixon's vowing to "move the mail by any means necessary" if the strike continued.

Almost a quarter of a million postal workers in more than 200 cities were on strike when the President declared a national emergency on the walkout's sixth day. He charged the strikers with acting against the postal service, their national unions, federal court orders, and their oath of office. Singling out New York City as the most troublesome spot, President Nixon immediately activated and dispatched 30,000 troops to the New York area for strike-breaking activities. As a reaction, Long Island letter carriers voted to continue striking and also instituted a telegram campaign urging the NALC's national leadership to resign.

While the military was descending on New York City, postal workers around the country were voting to return to work. By Tuesday, one-half of the 100,000 employees still off the job were in the New York City area. In some of the largest locals, NALC leaders had donned carrier uniforms and led local union officials across the picket lines. The seventh day of the strike concluded with only postal workers in Manhattan and the Bronx refusing to return to work and the NALC threatening to expel Branch 36 if it did not join the back to work movement.

By the eight day, it was obvious that the strike could not continue without a new surge of support and strong formal leadership, but neither was forthcoming. Aside from the rank and file, very little leadership had been exhibited during the strike. Most union delegates had abandoned the picket lines after receiving the March 18 restraining order, and the national union leadership was primarily seen and heard threatening and denouncing the strikers while urging their return to work.

(Continued on next page)

...THE GREAT POSTAL STRIKE OF 1970

(Continued from previous page)

At a 2 p.m. press conference on March 25, the president of Branch 36 announced that he had received assurances that agreement had been reached to provide postal employees with: a 12 percent retroactive pay raise; full payment of health benefit premiums; top pay after 8 years; a higher wage for the New York area; collective bargaining and binding arbitration; and amnesty for all strikers. The president then declared an end to the strike and directed all letter carriers to return to work. When the question of a vote was raised, the Branch 36 president stated that, "A vote won't be necessary, because the package is so good."

An hour later, the Manhattan-Bronx Postal Union president stood on a makeshift platform in front of 3,000 strikers outside the General Post Office in Manhattan. He read the proposed agreement and recommended its acceptance. When the throng roared its approval, the president shouted, "The membership has spoken." He then urged that the postal workers immediately resume their work duties. The strike was ended.

The Great Postal Strike contributed to a radical reorganization of the Post Office Department and the employee organizations within the postal industry. On August 12, 1970, the Postal Reorganization Act became law. In addition to a 14% pay raise, the number of years it took an employee to reach top pay was reduced from 21 to 8. The Act also created a system of collective bargaining which included wages, hours, and working conditions, while providing binding arbitration for the settlement of unresolved issues and prohibiting the right to strike. The first collective bargaining agreement, signed on July 10, 1971, included additional wage increases and a costs of living adjustment (COLA) which has remained a part of every subsequent contract. It also contained a no-layoff clause and instituted a grievance procedure for resolving contract and discipline issues with binding arbitration by a bona fide neutral as the final step. In New York City, the first contested election in more than 20 years resulted in the entire slate of Branch 36 officers being defeated by rank and file candidates in December 1970. On July 1, 1971, the largest postal union in the world was created when five postal employee organizations merged to form the American Postal Workers Union. In 1978, Vincent Sombrotto, one of the rank and file strike leaders, was elected national president of the Letter Carriers Union and in 1980, Moe Biller, the president of the Manhattan-Bronx Postal Union during the 1970 strike, was elected general president of the American Postal Workers Union. Sombrotto and Biller still hold these positions.

Today, Grade 5 postal clerks and letter carriers earn an annual base salary of between $27,000 to $37,623. George Meany, former president of the AFL-CIO, described the outcome of the Great Postal Strike as one of the most significant events in the history of collective bargaining. It was also one of the most important and successful strikes in American labor history.

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Six Reasons Why Privatizing Social Security is Insane

by Christian Weller

Social security provided retirement benefits for 44 million workers and their families in 1997, and provided most of the retirement income for two-thirds of retirees. But projections say that by twenty years or so from now Social Security will begin to face a shortage of funds, unless changes in the system are made.

Wall Street investment companies, and many conservatives, want to privatize Social Security, allowing these companies to make huge amounts of money managing workers' retirement savings. Under privatization, savings could be invested in the stock market, rather than government bonds, where they are now.

But privatization would be a terrible idea for most workers. Here are six reasons why:

1) The stock market is a wild gamble.

Advocates of privatization love to argue that stocks provide much higher returns than Treasury Bonds. But, as recent months have shown, the stock market can swing wildly from gains to losses. Workers can lose out either if the whole market does badly, or if their individual investments do worse that the average. By one estimate, a worker who retires after 35 years faces a one-in-four-chance that she will have only 25 percent as much money in the bank as she had anticipated.

2) Advocates of privatization lie in comparing Social Security to the stock market.

Projections that Social Security will run out of money several decades from now assume that economic growth will be slow, much slower that in the past. If this happens, wages will grow slowly and Social Security tax revenues will too. But privatization advocates project high returns on stocks, which only happen during times of fast growth. If growth is slow then stocks will not do well. On the other hand, if growth is fast, Social Security will have enough money to pay for all its obligations to workers.

3) Private companies charge huge administrative costs.

Social Security is a very efficient system, spending a mere 0.8 percent of contributions on administration. Little money is spent on managing investments, since all the funds are used to buy U.S. Treasury Bonds. In contrast, private companies would charge 5 percent to 7 percent of workers' money to manage the investments and to guarantee definite monthly payments once a person retires. And the percentage fees would be highest on low-income workers, since the companies would make less money on them.

4) Social Security is crucial for low-income workers.

While Social Security benefits provide only 29 percent of the retirement income for the wealthiest fifth of retired workers, they provide 89 percent of the retirement income for those in the bottom fifth. In 1994, Social Security kept 42 percent of all its recipients out of poverty.

5) Social Security provides death and disability insurance.

When a worker becomes disabled or dies Social Security provides for their families. This insurance system takes tax money and redistributes it from those who are fortunate enough to work until retirement to those who suffer accidents or illnesses. A private system, in which each person is responsible for their own retirement savings, would reduce or eliminate this insurance.

6) There are better alternatives than privatization.

There are several ways of providing more money for the Social Security system which would serve employees better than privatization. First, the government could invest part of Social Security taxes in the stock market. Second, the cap above which high-wage workers do not have to pay Social Security taxes, currently set at $68,400, could be raised or eliminated, thus bringing more money into the system.

This article is adapted from "Wall Street's Fondest Dream: The Insanity of Privatizing Social Security," Christian Weller, Dollars and Sense, Nov/Dec 1998.

DO BUY

Union-, U.S.-Made Cars, Vans, Pickups

Listed here are 1999-model cars, light trucks and vans that are assembled in the United States by employees working under United Auto Workers (UAW) contracts. Models that are assembled only in the U.S., are listed separately from models that are assembled both in the U.S. and another country. Makes and models not listed are imported or are assembled in the U.S. by nonunion workers. The list is adapted from information compiled by the UAW.

Cars
UNION-MADE IN THE U.S.

Buick
LeSabre
Park Avenue
Riviera

Cadillac
DeVille
Eldorado
Seville

Chevrolet
Corvette
Malibu
Prizm

Chrysler
Cirrus
Sebring Coupe

Dodge
Avenger
Stratus
Viper

Ford
Mustang
Taurus

Lincoln
Continental
Town Car

Mazda
626

Mercury
Cougar
Sable

Mitsubishi
Eclipse
Galant

Oldsmobile
Alero
Aurora
Cutlass
Eighty Eight
Intrigue

Plymouth
Breeze
Prowler

Pontiac
Bonneville
Grand Am
Grand Prix

Saturn
EV1
Saturn

Cars
UNION-MADE IN THE U.S. & IMPORTED

Chevrolet
Cavalier

Dodge
Neon

Ford
Contour
Escort

Mercury
Mystique
Tracer

Plymouth
Neon

Pontiac
Sunfire

Toyota
Corolla

Light Trucks & Vans
UNION-MADE IN THE U.S.

AM General
Hummer

Cadillac
Escalade

Chevrolet
Astro
Blazer
Express
S-10 pickup

* Made by GM.
\+ Made by Ford.

Venture

Chrysler
Town & Country

Dodge
Dakota
Durango

Ford
Econoline/Club Wagon
Expedition
Explorer
Ranger

GMC
Jimmy
Safari
Savana
Sonoma pickup

Isuzu
Hombre*

Jeep
Cherokee
Grand Cherokee
Wrangler

Lincoln
Navigator

Mazda
B-Series pickup+

Mercury
Mountaineer
Villager

Nissan
Quest+

Oldsmobile
Bravada
Silhoutte

Pontiac
Montana
Trans Sport

Toyota
Tacoma pickup

Light Trucks & Vans
UNION-MADE IN THE U.S. & IMPORTED

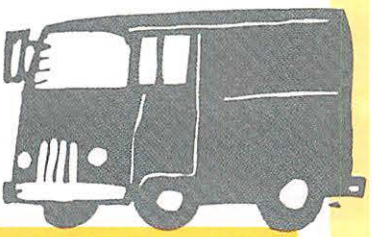
Chevrolet
C/K pickup
Silverado
Suburban
Tahoe

Dodge
Caravan/Grand Caravan
Ram pickup

Ford
F-Series pickup

GMC
Sierra pickup
Suburban
Yukon

Plymouth
Voyager/Grand Voyager



Check Labels To Be Certain It's Union-made In the U.S.

If you are looking at one of the cars, light trucks or vans that are both union-made in the U.S. and imported (see list), you can determine where it was assembled by checking two labels each new vehicle sold in the U.S. is required by law to display.

Simplest and quickest is the "Parts Content Information" sheet that usually is posted on a window. It lists, among other things, the location of the "final assembly point" of the vehicle.

The second label to check is the Vehicle Identification Number (VIN). If the first character of the 17-character VIN is a 1 or a 4, the vehicle was assembled in the U.S.

The VIN is stamped into a small metal plate attached to each vehicle's dashboard on the driver's side, most often near the junction of the dashboard and the windshield.

Here is the meaning of some of the other VIN first characters: 2, Canada; 3, Mexico; 9, Brazil; J, Japan; K, Korea; S, England; W, Germany; Y, Sweden; Z, Italy.

NOW HEAR THIS

(l-r) Supervisor Tom Chrzanowski looks on as Local 62 retiree Lester Wentworth reads a card given to him at his retirement party on January 23.

(l-r) Local 154 President K.R. Dunkle gives Walter Koth a plaque honoring his recent retirement.

(l-r) Local 183 President Dennis Roberts and Retiree Henry Gerth celebrate their victory in the Local 183 annual Golden Horseshoe contest.

Congratulations to our recent Retirees!

CLOTH EMBLEM of BRS logo has white letters with red and black border, steam and diesel locomotives and green-over-red searchlight signal. Ideal for hats and jackets!

COASTERS are 3-inch diameter plastic with full-color BRS logo.

BRS MASTER NATIONAL AGREEMENT BOOK contains the basic provisions of national agreements negotiated with U.S. railroads and the BRS. The loose-leaf binder with 2-inch rings makes it easy to update or add additional materials, such as local agreements.

SIGNAL TRAINING COURSE as developed by Canadian National Ry., is used in signal training programs by many U.S. railroads. This modern premier training manual contains 4 volumes and 31 sections in one 3-inch binder. (copyrighted)

HISTORY OF THE BRS, ***"THE FIRST 75"*** as written by the late A.E. Lyon, who was BRS president 1934-1945. Contains the Brotherhood's history from its formation in 1901 through 1976. BRS members will enjoy reading about their Brotherhood's history and development.

BELT BUCKLE made of solid brass with BRS logo.

KEY TAGS made of solid brass with BRS logo and bound leather backing.

LAPEL PIN/TIE TACK has the BRS searchlight signal logo with outline and letters in gold. 5/8" in diameter. Makes an ideal hat pin!

DECALS have the BRS searchlight logo and are available in two diameter sizes - 2" & 4". The 2" decals have a **reflective** image of the BRS searchlight signal and are the perfect size for hard hats. The 4" decals have a **non-reflective** image of the BRS searchlight signal and are the perfect size for windows and bumpers. These pressure-sensitive decals are long-lasting and easy to apply.

GOLF CAPS have the BRS cloth colorlight emblem stitched into the front. Made of medium-weight cotton, they have an adjustable head band and come in six attractive colors (White, Black, Red, Grey, Brown Camouflage and Green Camouflage).

GOLF SHIRTS are made of a cotton/polyester blend and have the BRS colorlight logo embroidered in red and green. These comfortable shirts have a right hand breast pocket and are available only in white and in men's sizes.

WINDBREAKERS made of lightweight red nylon, have the cloth BRS colorlight emblem, two slash pockets, elastic wrist band and a bottom drawstring.

SPORTS STYLE JACKETS have a medium-weight polyester/cotton blend shell with a nylon lining, elastic wrist and waist bands. Embroidered four-color BRS emblem. Available in light grey only.

WOOL/LEATHER BRS JACKETS have a heavyweight wool shell, a nylon lining, with leather sleeves and collar. Embroidered four-color BRS emblem. Available in black only.

Minimum order accepted is $15.00 (U.S. Funds)

Make check or money order payable to:

Brotherhood of Railroad Signalmen

Mail payment and order to:

Brotherhood of Railroad Signalmen
Box U
Mount Prospect, IL 60056-9048

NAME _____

CERTIFICATE NUMBER _____

STREET _____

CITY _____

STATE / ZIP _____

The Signalman's Store

ORDER FORM

Please send me the following:

Item		Quantity Ordered	Price Each	Total $
Cloth Emblems			$ 2.50	
Coasters			.35	
BRS Master National Agreement (loose-leaf binder)			10.00	
Signal Training Course CN Edition - 4 volumes with binder			50.00	
History of the BRS *"The First 75"*			10.00	
Belt Buckle			12.00	
Key Tags			7.00	
Lapel Pin / Tie Tack			4.50	
Ref. Decals	2-inch		.25	
Non-Ref. Decals	4-inch		.20	
Camouflage Golf Caps	Brown		9.00	
	Green		9.00	
Golf Caps	White		9.00	
	Black		9.00	
	Red		9.00	
	Grey		9.00	
Golf Shirts	Med.		19.00	
	Large		19.00	
	X-Lg.		19.00	
Windbreakers	Small		22.50	
	Med.		22.50	
	Large		22.50	
	X-Lg.		22.50	
Sports Style Jackets	Med.		45.00	
	Large		45.00	
	X-Lg.		45.00	
	XX-Lg.		45.00	
Wool/Leather BRS Jackets	Med.		150.00	
	Large		150.00	
	X-Lg.		150.00	
	XX-Lg.		150.00	
TOTAL AMOUNT ENCLOSED				

FELA Directory - BRS Counsel

When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act before agreeing to any settlement with the railroad employer. The Brotherhood of Railroad Signalmen has designated the attorneys listed in this directory to serve as qualified counsel for BRS members in employee injury cases covered by FELA.

Attorneys are listed by state and are designated to serve BRS members living or working in the general region of their offices. Designation of FELA counsel is by authority of the BRS Executive Council only.

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements. This information, which will be used in the continuing evaluation of this program, should be sent to W.D. Pickett, President, Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

***Bold** print denotes additions or changes since the last issue of the Journal.*

ALABAMA
W.C. Tucker Jr.
Lucs, Alvis & Walsh
Two Chase Corporate Drive
Suite 460
Birmingham, AL 35244
(205) 733-1595
Fax (205) 733-8683

CALIFORNIA
James F. Gilwee
The Crow Law Firm
700 E Street
Sacramento, CA 95814-1209
Tel. (916) 441-2980
Fax: (916) 441-3846
800-795-6555 (CA),
email: crowlaw@aol.com

Jay A. Kaplan
Kaplan Law Corporation
5909 W. 3rd St.
Los Angeles, CA 90036
Tel. (213) 930-2744,
800-552-7526

Frederick L. Nelson
Hildebrand, McLeod & Nelson
414 - 13th St.
Oakland, CA 94612-2603
Tel. (510) 451-6732
800-448-7575 (CA),
800-447-7500

COLORADO
John J. Rossi
Rossi, Cox, Kiker & Inderwish
12203 East 2nd Ave.
Denver, CO 80011-8399
Tel. (303) 366-3501
800-421-6859 (CO),
800-325-4014

ILLINOIS
Frank W. Petro
Petro & Petro
310 S. Michigan Ave., Suite 1310
Chicago, IL 60604
Tel. (312) 362-9596,
800-472-5729

Daniel J. Downes
Hoey, Farina & Downes
542 S. Dearborn, Suite 200
Chicago, IL 60605
Tel. (312) 939-1212,
888-425-1212
Fax (312) 939-7842

MASSACHUSETTS
Robert T. Naumes
Thornton, Early & Naumes
100 Summer Street, 30th Floor
Boston, MA 02110
Tel. (617) 720-1333, Fax (617) 720-2445, 800-431-4600

MINNESOTA
Robert N. Stone
Hunegs, Stone,
Koenig & LeNeave
1650 International Centre
900 Second Ave. South
Minneapolis, MN 55402
Tel. (612) 339-4511,
800-328-4340

MISSOURI
John T. "Jack" Peak
Hubbel, Sawyer, Peak, O'Neal & Napier
106 West 14th St., 12th Floor
Kansas City, MO 64105-1992
Tel. (816) 221-5666, 800-821-5257 Fax:(816) 221-5259

Drew C. Baebler
Bauer & Baebler
Suite 350
1010 Market Street
St. Louis, MO 63101
Tel. (314)-241-7700, 800-682-4529, Fax (314) 241-0003

NEW MEXICO
Jay Thomas Youngdahl
Youngdahl, Sadin, P.C.
2929 Coors Blvd., N.W.,
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Albuquerque, NM 87120
Tel. (505) 836-7446,
800-256-8072

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Elkind, Flynn & Maurer
11 Martine Avenue
White Plains, NY 10606
Tel.(914) 948-3131
Fax(914) 948-FELA

Michael Flynn
Elkind, Flynn & Maurer
1205 Franklin Avenue
Garden City, NY 11530
Tel.(516) 877-1234
Fax (516) 877-1177

OHIO
James B. Blumenstiel
Blumenstiel, Huhn, Wood & Adams
261 W. Johnstown Rd.
Columbus, OH 43230
Tel. (614) 475-9511
800-346-5728 (OH),
800-346-5729

Harold S. Stern
Chattman, Gaines & Stern
1400 Renaissance Center
1350 Euclid Avenue Suite 1400
Cleveland, OH 44115-1817
Tel. (216) 781-1700,
800-321-1700

OREGON
Zig I. Zakovics
Bricker, Zakovics, Querin, Thompson & Ritchey, P.C.
One Main Place
101 SW Main Street Suite 915
Portland, OR 97204-3217
Tel. (503) 226-1151, 800-547-8811 Fax: (503) 273-9136

PENNSYLVANIA
Joseph A. Coffey, Jr.
Coffey & Kaye
Two Bala Plaza, Suite 718
Bala Cynwyd, PA 19004
Tel. (610) 668-9800
800-336-2500 (PA),
800-334-2500

Michael Y. Kleeman
Kleeman & Abloeser
The Carlton House, Suite 350
1819 John F. Kennedy Blvd.
Philadelphia, PA 19103
Tel. (215) 963-0187,
800-221-5697

Paul Moses
Evans & Ivory
1311 Frick Building
Pittsburgh, PA 15219
Tel. (412) 471-3740

TEXAS
Weldon Granger
Jones & Granger
10000 Memorial Dr., Suite 888
Houston, TX 77024
Tel. (713) 668-0230
800-392-0620 (TX),
800-231-3359

UTAH
Brent O. Hatch
Johnson & Hatch
10 West Broadway, Suite 400
Salt Lake City, UT 84101
Tel. (801)-363-6363,
800-574-6310

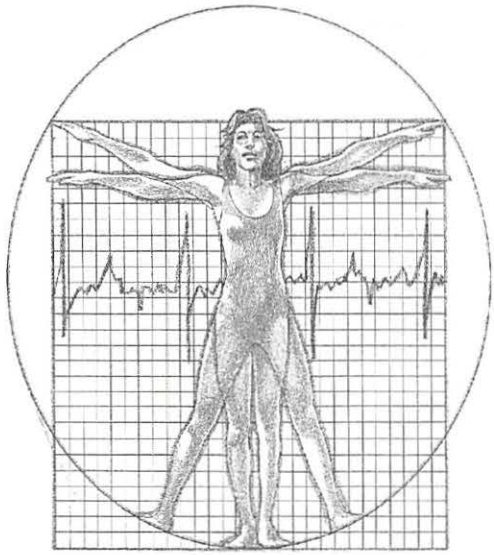
VIRGINIA
Willard J. Moody, Sr.
Moody, Strople & Kloeppel
Commerce Bank Building,
Suite 300
500 Crawford Street
P.O. Box 1138
Portsmouth, VA 23705
Tel. (757) 393-4093,
800-368-1033

Eddie W. Wilson
Wilson, Hajeck & Shapiro
1294 Diamond Springs
P. O. Box 5369
Virginia Beach, VA 23455
Tel. (804)460-7776
800-752-0042

WASHINGTON, D.C.
Larry Mann
Alper, Mann & Weisbaum
1730 K Street, N.W. Suite 1107
Washington, DC 20006
Tel. (202) 298-9191
Fax (202) 290-9194
800-747-6266

BRS BENEFITS DIRECTORY

Where to file claims for all United HealthCare Insurance policies except Plan D:



United HealthCare
Railroad Claims
P.O. Box 30985
Salt Lake City, UT
84130-0985

1-800-842-5252

Where to file claims for United HealthCare Plan D (Under Policy GA-23111):

All claims under GA-23111, Plan D, will be processed in United HealthCare's Salt Lake City office. The new address and telephone number is:

United HealthCare
P.O. Box 30404
Salt Lake City, UT
84130-0404
1-800-809-0453

MetLife Policy GA-23000 Life Insurance Claim Information
MetLife
P.O. Box 6122
Utica, NY 13504-6122
1-800-310-7770

United HealthCare Policy GA-23000 Patient Advocate Program:
1-800-842-4555
United HealthCare Silent Witness Program
To report suspected billing fraud:
1-800-666-FRAUD

Aetna Managed Care Membership Services
P.O. Box 7064
Dover, DE
19903-1512
1-800-842-4044

Mental Health and Substance Abuse Benefits

For treatment, claims or inquiries call:

Value Behavioral Health
(VBH)
800-934-7245
(800-934-RAIL)

Supplemental Sickness Benefits under Group Policy No. R-5000

Where to file claims:

Provident Insurance Co.
Group Claims - Franchise Division
P.O. Box 182526
Chattanooga, TN 37402
1-800-542-4231
Fax: (615) 499-3429

Dental Benefits under Group Policy No. GP-12000

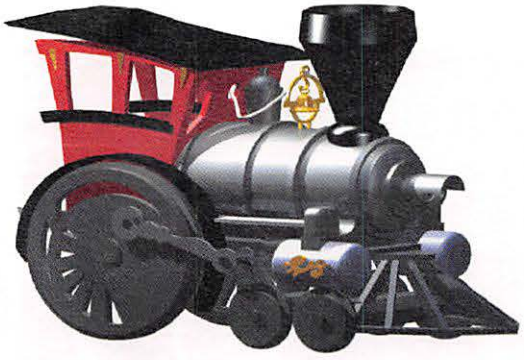
Where to file claims:

Aetna Life Insurance Company
P.O. Box 120
Grand Rapids, MI 49501-0120
(616) 942-6400

Managed Pharmacy Benefit

Retail pharmacy network provides medication for acute, short-term care. Mail-order prescription service provides medication for chronic, long-term care. Managed Pharmacy Benefit is available to members covered under United HealthCare Plans GA-23000, GA-23111 Plan D, and GA-46000.

Merck-Medco Rx Services
1-800-842-0070



The Collector's Corner

For Sale: Jim Beam Collectors' Decanter Train Set. Ten cars, including engine and caboose, plus some track. $500.00. Send inquires to: Robert Urban, 808 Quail Park East, Cleburne, Texas, 76031. Phone: (817) 517-5898.

Wanted: Anything and everything from the following railroads: Chicago & Alton, Alton, Missouri Pacific, MK&T, MP, and the GM&O. Please write: Robert Jones, 1114 S. Park, Sedalia, Missouri, 65301. Or E-mail: robertj@murlin.com

Wanted: Switch keys, locks, lanterns and other railroad collectibles from the CB&Q, GN, NP, SP&S, SL&SF and AT&SF. Send inquires to: Jeff S. Gilchrist, P.O. Box 631, Washtucna, WA, 99371-2464.

Wanted: Blue globe for kerosene lantern or lantern with blue globe. Send inquiries to: Joseph J. Hussey, 241 Akiba Road, Stroudsburg, Pennsylvania, 18360 or phone: (717) 620-0258.

Wanted: Locomotive Engineer/Collector is looking for any old signal publications, railroad and signal company manuals. Also any old signal hardware such as relays, searchlight or semaphore mechanisms and complete signals. Send inquiries to: Denny Dollahon, 5249 Vener Avenue, Sacramento, California, 95841-2140.

Wanted: Dwarf colorlight signal, US&S style N-2 or GRS type ME signal head. Also UPRR signal training course manuals wanted. Send inquiries to: Bob Cuozzo, Route 2 Box 75-1, Muldrow, Oklahoma, 74948.

Members who are interested in finding, trading or selling railroad memorabilia may place an ad consisting of 50 words or less with their name, address and phone number. Ads are free to members and will be published on a space permitting basis.

Those members interested in placing an ad can send their correspondence to: *The Signalman's Journal, 601 W. Golf Rd., P.O. Box U, Mt. Prospect, IL, 60056.*

Job Opportunities

Because of our growth, we currently have the following opportunities available:

Construction Crew
Signalpersons, Helpers and Assistants

Install crossing and wayside railroad signal systems throughout the US. Our crews work sessions of eight 10-hour days with the next six days off. Daily per diem and travel allowances are paid in addition to our competitive pay rates.

ABC Rail Systems, Inc. (formerly American Systems Technologies, Inc. [AST]) offers a comprehensive benefits program that includes vacation and holiday pay, health & prescription, and 401K/profit sharing plan. Plus an incentive cash bonus program. For immediate consideration, call Human Resources at the number below or send your confidential resume to:

ABC Rail Systems, Inc.
A Subsidiary of ABC-NACO.
421 South Nine Mound Rd.
Verona, WI 53593
Ph: 800-255-2196
E-mail: IsenhartS@abc-naco.com

EOE/Affirmative Action Employer

ABC RAIL SYSTEMS, INC.

Job Opportunities

Ever Meet Anybody Who's Been Hit By A Train?

Didn't think so.

But last year alone, over 6,000 people were hit. Some were in their cars or trucks. Others were on foot. But almost every one had ignored warning signs or trespassed on train property. And, as you can probably guess, the results weren't pretty—over 3,500 of those people were killed or maimed for life.

Now avoiding a train is entirely up to you. And it's actually not hard to do. If you slow down at every highway-rail crossing, you'll be able to see or hear an approaching train. And if there's *any* sign of a train, all you have to do is stop. Never trespass on train property or walk on the tracks. Don't try to beat the train. And never make the deadly mistake of ignoring the flashing red lights or crossing gates because you're sure they're broken. A lot of people die thinking just that.

Not you, of course. You always expect a train. You know exactly what to do when you approach the tracks. And now you know why.

always expect a train

RAIL ROAD CROSSING

U.S. Department of Transportation

OPERATION LIFESAVER

1-800-537-6224